Michigan State University
College of Veterinary Medicine

Standing and Ad Hoc Committee Annual Reports
2015-16

Committee on Student Admissions
Committee on Curriculum
Committee on Diversity and Inclusion
Committee on Graduate Study and Research
Committee on Reappointment, Promotion and Tenure
Committee on Student Performance (not yet submitted)
Ad hoc Scholarships and Loans Committee
This report summarizes the major activities, decisions and responsibilities of the Committee on Student Admissions (CSA) for the selection of the Class of 2020. The primary responsibility of the CSA for the year was the evaluation of applications for the CVM Class of 2020 and selection of the class members who will matriculate in fall of 2016. A profile of the admitted CVM Class of 2020 is attached. The CSA also reviewed files for Production Medicine Scholars and Veterinary Scholars who will matriculate in fall 2016 and 2017 respectively.

The total number of applications processed was 955 or 214 Michigan residents and 741 non-Michigan residents. Among the non-Michigan residents, there were 24 international applicants. There were a total of 763 female applicants and 187 male applicants. Five (5) applicants did not reveal their gender.

The minimum acceptable Scholastic Indicator Score (SIS) was 790. Applicants not meeting the minimum SIS score, were sent a letter of denial in mid-December. Applicants, who had a SIS of 790 and above, were reviewed by two faculty members of the CSA. Applicants with a SIS of 890-940 or greater were considered to be High SIS or exceptional, but were still reviewed for consistency of information and/or egregious behavior. There were 573 applicants who had a SIS of 790 or higher.

The CSA completed file reviews for 573 applicants. This was an increase of 71 files over the previous year. Of the 573 applicants, 135 were Michigan applicants and 438 were non-Michigan applicants. The non-
Michigan applicant number included 12 international applicants. The CSA was organized into five teams of two members each to review files; the composition of each team changed every 2-4 weeks. Files were reviewed against a set list of attributes. The SIS score remained unchanged, was a) partially or b) fully revalued based upon the agreed non-academic attributes desired to provide uniqueness and diversity. All discrepancies were discussed and resolved by CSA members prior to or at the bi-weekly meetings. The chair of the committee acted as a third reviewer if partners could not resolve discrepancies.

Four hundred nineteen (419) applicants were invited to interview. The interview format was the Multiple Mini Interview (MMI). Three hundred one (301) accepted the invitation and attended the completed the interview.

The colleges of Human Medicine, Osteopathic Medicine and Veterinary Medicine collaborated in the creation of a training video for the evaluators. Upon registering and signing into the admissions portal, the evaluators could watch the video in preparation to the interviews. A training manual and an orientation was also given to the evaluators before their interviews. Interviews were done for a period of four days between December of 2015 and February 2016 at the Learning Assessment Center (LAC) or LRC. Interviews started at 8:00 AM and ended at 5:00 PM. One hundred and eight (108) people participated as evaluators.

Total Invited to interview: 419
In State Attended: 111
Out of State Attended: 290 (this included 9 international applicants)
Total Attended: 301

MMI implementation total cost: $23,204.05 compared with $39,032.68 in 2014-15. This represented a savings of $15,828.63.

Following MMI, 153 offers of admission were extended to regular applicants. Remaining regular applicants who participated in MMI were placed on the alternate list. Of the 153 offers extended, 85 were accepted (7 of these admitted students later withdrew). Over the summer a total of 48 alternates were called to fill open spots – there are a total of 26 alternates in the class.

**MMI Impact on Selection of students**

Four applicants are part of the Class of 2020 due to excellent MMI and vote by the CSA to admit them -two are from Michigan and two are from out of state. No students were denied admission due to MMI.

The **Class of 2020 cohort consists of** 115 students of which 8 are Veterinary Scholars, 1 is a Production Medicine Scholar selected this year, 1 is a deferred Production Medicine Scholar, and 1 is a deferred regular applicant. Of the 115, 78 are from Michigan and 37 are non-Michigan.

This year’s SIS range for the admitted class was:
Raw SIS: 798 - 993

**Non-Academic Characteristics**
- Men: 24   Women: 91
- Age Range: 19-44 (average is 23)
- 111 have a Bachelor’s degree and 4 have no degree
- 37% have a Bachelor’s degree from MSU
• 10 students have an advanced degree

**Production Medicine Scholars Admissions Pathway (PMSP) option**
Two students applied through the PMSP, were reviewed, and both selected. Both admitted to the program but due to the science GPA falling below the minimum of 3.2, one student’s offer was rescinded in July.

**Veterinary Scholars Admission Option**
Twelve students applied through the Veterinary Scholars Pathway and all were reviewed. Eight offers were extended with one later being rescinded due to the science GPA dropping below the minimum of 3.5. The remaining seven applicants accepted the offer. Four students were denied through the pathway and none rolled into the regular process.

**Underrepresented in the Profession**
- Ethnic Minorities: 18
  - Hispanic - 6
  - Asian - 9
  - African American - 3
  - Native American - 0

**Scholarships Awards Based on High Scholastic Indicator Score or SIS**
The following table includes the list of students in the Class of 2020 who based on their SIS score, were selected to receive the Cunkelman, Hutton and Bailey scholarships. The Cunkelman and the Hutton could be renewed annually if the student maintains a good academic standing.

<table>
<thead>
<tr>
<th>Scholarship</th>
<th>Name</th>
<th>SIS</th>
<th>State</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cunkelman</td>
<td>Michaela Lohman</td>
<td>994.4</td>
<td>MI</td>
<td>$4500</td>
</tr>
<tr>
<td></td>
<td>Kenji Ohseki</td>
<td>993</td>
<td>IL</td>
<td>$4500</td>
</tr>
<tr>
<td></td>
<td>Ainsley Strong</td>
<td>989.72</td>
<td>MI</td>
<td>$4500</td>
</tr>
<tr>
<td></td>
<td>Chelsea Nowlin</td>
<td>965.65</td>
<td>MI</td>
<td>$4500</td>
</tr>
<tr>
<td></td>
<td>Emily McCarthy</td>
<td>964.81</td>
<td>MI</td>
<td>$4500</td>
</tr>
<tr>
<td>Hutton</td>
<td>Marissa Owen</td>
<td>986.17</td>
<td>MI</td>
<td>$4,500</td>
</tr>
<tr>
<td></td>
<td>Kelsey Stevenson</td>
<td>982.58</td>
<td>MI</td>
<td>$4500</td>
</tr>
<tr>
<td></td>
<td>Skylar Thompson</td>
<td>961.9</td>
<td>MI</td>
<td>$4500</td>
</tr>
<tr>
<td></td>
<td>Sarah Buchholz</td>
<td>961.56</td>
<td>MI</td>
<td>$4500</td>
</tr>
<tr>
<td>Bailey</td>
<td>Kennedy Aldrich</td>
<td>974.22</td>
<td>MI</td>
<td>$4500</td>
</tr>
<tr>
<td></td>
<td>Rachel Griffin</td>
<td>971.9</td>
<td>MI</td>
<td>$4500</td>
</tr>
<tr>
<td></td>
<td>Colleen Potter</td>
<td>968.22</td>
<td>MI</td>
<td>$4500</td>
</tr>
<tr>
<td></td>
<td>Marisa Cervantes</td>
<td>956.02</td>
<td>MI</td>
<td>$4500</td>
</tr>
<tr>
<td></td>
<td>Salvatore Leone</td>
<td>952.25</td>
<td>MI</td>
<td>$4500</td>
</tr>
<tr>
<td></td>
<td>Lindsay Hannah</td>
<td>951.21</td>
<td>MI</td>
<td>$4500</td>
</tr>
</tbody>
</table>
The profile of the Class of 2020 is included below.

MICHIGAN STATE UNIVERSITY COLLEGE OF VETERINARY MEDICINE

214 Michigan Applicants

148 Applicants Reviewed

111 Applicants Interviewed

85 Applicants Selected

78 Applicants Admitted

955 Total Applicants

19.8% Selected

12% Admitted

Last 3 Semester GPA 3.77

Average Science GPA 3.59

Average Verbal GRE 156

Average Quantitative GRE 156
**Class of 2020**

Number with bachelor’s degrees: 111
Number with advanced degrees: 10

Class of 2020 Age range 19-44

90 Females 25 Males

- 43 Overcame challenges and barriers
- 39 Exceptional extracurricular experience
- 19 Exceptional research experience
- 15 Significant cultural experience
- 10 Have had a previous career
- 9 Exceptional leadership experience
- 6 Significant community service
- 5 NCAA college athlete

19 States/Provinces Represented

- California
- Colorado
- Florida
- Georgia
- Illinois
- Indiana
- Kansas
- Michigan
- Mississippi
- New York
- New Jersey
- Ohio
- Ontario
- Oregon
- Pennsylvania
- Texas
- Virginia
- Washington
- Wisconsin

86% Science majors

14% Non-science majors

55 Degree-granting institutions, including:

- Adrian College
- Albion College
- Amherst College
- Arizona State University Tempe
- Baylor University
- Bowling Green State University
- Calvin College
- Cedarville University
- Central Michigan University
- Colorado State University
- Cornell College
- Cornell University
- California State University Dominguez Hills
- California State University Fresno
- Delaware Valley College
- Ferris State University
- Florida State University
- George Mason University
- Grand Valley State University
- Hillsdale College
- Hope College
- Indiana University Bloomington
- Kansas State University
- Limestone College
- Loyola University Chicago
- Macomb Community College
- Northland College
- Michigan State University
- Mott Community College
- Northland College
- Oakland University
- The Ohio State University
- Olivet College
- Pennsylvania State University
- Pomona College
- Portland State University
- Purdue University
- Rutgers University
- Sacramento City College
- Saginaw Valley State University
- Schoolcraft College
- Seton Hall University
- Skidmore College
- Texas A&M College Station
- University of California Davis
- University of California Santa Cruz
- University of Michigan
- University of Michigan Dearborn
- University of Michigan Flint
- University of Minnesota
- University of Washington
- University of Western Ontario
- University of Houston
- University of Windsor
- Wesleyan College
CVM Committee on Curriculum
ANNUAL REPORT: July 1, 2015 – June 30, 2016

Committee members:
Carleton, Carla (LCS)
Mulks, Martha (MMG; Basic Sciences departments [MMG, PHM, PSL] rep)
Nelson, Laura (SCS), Vice Chair
Norby, Bo (LCS)
Patterson, Jon (PDI), Chair
Pease, Tony (SCS)
Scott, Mike (PDI; UCC rep)
Tomasik, Sarah (Vet Tech Program rep)
Williams, Kurt (PDI), Diversity rep
Goddard, Dana; Kramer, Scott; DeLand, Kelsey (CVM 2016)
Schmitt-Matzen, Emily (CVM 2017)
Tobias, Jackie (CVM 2018)
Solgat, Jamie (CVM 2019), Secretary
Funk, Julie (Associate Dean)

The CVM Committee on Curriculum met 3 times in Fall Semester 2015, and 3 times in Spring Semester 2016.

Items discussed during Fall Semester 2015

1. **PDI proposal for evaluation of teaching, including peer review of teaching guidelines, teaching portfolios, and modifications to CVM SIRS forms.**
The proposal has already been approved by PDI faculty. The CVM Committee on Curriculum supports development of a college-wide evaluation of teaching system based on the PDI proposal.

2. **Grading of Selective courses.**
Some Selective courses use numerical grading, and some use pass/no-pass grading. Discussion centered around whether there should be one scheme adopted by all Selective courses. It was decided that each course may employ its grading system of choice, but course objectives should be clearly defined for each grade category.

3. **Value of End-of-Semester Course Summary Reports for curriculum review.**
Over the past 2 years, compliance by course moderators in completing and submitting End-of-Semester Course Summary Reports has declined. Reasons for this include: 1) limited feedback from the CVM Committee on Curriculum (feedback which is not very useful to course moderators); 2) delay in course review by the CCC, to the point that feedback is sent to course moderators after next year’s version of the course is planned; 3) department chairs may not value the reports or the CCC feedback. It was decided the End-of-Semester Course Summary Reports will not be used in 2015-2016. Perhaps, as we work toward reinvention of the DVM curriculum, a new system can be developed for consistent and timely curricular review.

4. **Course change requests from the Department of Pharmacology and Toxicology.**
Course Change Request Forms were reviewed for 4 PHM courses (PHM 422, PHM 431, PHM 461, PHM 801). After discussion and comments from Dr. Peter Cobbett, who submitted the request forms, the requested changes were approved by the CCC.

Items discussed during Spring Semester 2016

1. **New course request (VM 818: “Veterinary Diagnostic Imaging Case Diagnosis and Management”).**

   This proposed new course for residents in veterinary specialty programs was discussed, and questions were raised and forwarded to Dr. Nate Nelson, who submitted the request. The request was eventually rescinded.

2. **Progress reports on Curriculum Reinvention, as part of the overall CVM Strategic Planning process.**

   Updates on the curriculum reinvention process were provided to CCC members by Dr. Julie Funk, Associate Dean, and other CCC members with major roles in the curriculum reinvention process.

3. **Change in “Semester of Offer” for 2 first-year courses in the DVM curriculum.**

   VM 513 (Ethical and Animal Welfare Issues in the Veterinary Profession), a 2-credit course previously taught in Semester 1, will be taught in Semester 2 of academic year 2016-2017. VM 541 (Veterinary Career Development and Practice Management), a 2-credit course previously taught in Semester 2, will be taught in Semester 1 of academic year 2016-2017.

4. **Proposed changes to the CVM By-laws relating to the CVM Committee on Curriculum.**

   Clarifications of composition of the CCC, and role of the UCC representative were proposed, and forwarded to the CVM Advisory Committee.

5. **Dropping of Nutrition as a required pre-requisite course for admission to the DVM program.**

   Dr. Hilda Mejia Abreu Assistant Dean for Admissions and Scholarships, requested a meeting with the CVM Committee on Curriculum (CCC) in July 2016 to discuss a recent change in admissions requirements for the DVM professional program, as already approved by the Committee on Student Admissions (CSA): the dropping of a Nutrition course as a required pre-requisite. Although a vote by the CCC was not required, the CCC offered a vote of support for the change.

Annual Report respectfully submitted by

Jon S. Patterson, Chair
CVM Committee on Curriculum
College of Veterinary Medicine
Diversity & Inclusion Committee Report
Academic Year June 2015 – May 2016

2015-16 Diversity Committee Members
Diversity Committee Chair – Dr. Andras Komaromy
Dr. Jim Wagner, PDI representative
Dr. Sue Holcombe, LCS representative
Dr. Jose Cibelli, Shared Department representative
Mr. Phillip Brooks, Graduate Student representative
Ms. Katharina Freiberger, DVM 2019 representative
Ms. Eileen Stefansky, DVM 2018 representative
Ms. Samantha Gamble, DVM 2017 representative
Ms. Edyta Bula and Kathryn Shapero, DVM 2016 co-representative
Ms. Joy Hannibal, Dean’s representative (June 2015-December 2015)
Dr. Hilda Mejia Abreu, Dean’s representative (January 2016 through present)

VOICE (Veterinary Students as One In Culture and Ethnicity) MSU DVM student organization
Continued collaboration with VOICE on programs/events. See under Objective 5.

Newly elected board 2015-16:
Ms. Eliana Greissworth
Ms. Katie Voirol
Ms. Chris Kuechle
Mr. Esteban Barajas
Mr. Felix Rodriguez

Out-boarding Members 2014-15:
President – Ms. Krysta Haggins
Vice President – Ms. Hannah Sim
Treasurer – Mr. Pedro Soto
Secretary – Ms. Elizabeth Seppanen

Office of Diversity and Inclusion:

Vetward Bound
Under the HCOP grant the following services were provided to programmatic activities were completed. The HCOP grant contained five objectives. Services are in relation objective(s).

In January, Dr. Hilda Mejia Abreu joined the Office of Diversity and Inclusion as assistant dean. In this role, Dr. Mejia Abreu is responsible for working with members of the Diversity and Inclusion Committee, faculty and staff members to advance the diversity mission at CVM.

In May, the Diversity and Inclusion (D&I) team in partnership with Purdue University held the Iverson Bell Regional Diversity Summit at the Henry Center. The focus of the Diversity & Inclusion Committee
conference was on disability. The conference had colleagues attend from various veterinary schools/colleges in the country, students, faculty and staff.

Iverson Bell: Diversity as a Disability focused on: Curriculum, Climate and Students. Three distinct groups were assemble to address curriculum, climate and students. Discussions and recommendations from each group can be found in Appendix A. It is anticipated that Purdue and MSU CVMs colleagues will use the recommendations for a future publication.

In June, members of the Diversity & Inclusion Committee held their first retreat. At the retreat, the following strategic agenda items were discussed for implementation during 2016-2017:

- Incorporating diversity at every at every level in the CVM
- Focus efforts on securing extramural funding
  o Submitted the following grants: USDA NIFA, USDA Multicultural Scholars and CIEG.
- Organize activities to observe important recognitions as Martin Luther King, Hispanic Heritage, Native American and other events that have contributed to the uniqueness of the United States. The Office of D&I will create a calendar of events for 2017-18.
- Big Ten institutions invited by Deans Reed and Baker to participate in a demonstrable way as part of the Iverson Bell Midwest Regional Diversity Summit in the future by hosting at their schools.
- Goal setting for 2016-17 were outlined as addressing dimensions of diversity by sub-committee of the D&IC related to:
  o Structural: faculty, staff, students, residents and interns
    ▪ Subcommittee members: Mejia Abreu, Holcombe and Chaddock
  o Climate: assess current climate to move to the next level
    ▪ Komoramy, Greissworth, Wagner and Mejia Abreu
  o Curriculum: working closely with the CVM curriculum reinvention-wellness group.
    ▪ Subcommittee: Sonea, Grabill, Meyers

Objective 1 – Outreach
A) HCOP, PK – 12th Grade and Partner Outreach
- The Science Discovery Program Clubs were held from October to April meeting Monday – Thursday with some partner sites meeting twice a week.
- Science Club Mentors, PALs and Vetward Bound Volunteers assisted high school students with tutoring instruction and SAT prep.
- Two Family night programs were facilitated allowing members of the community, schools, and families to explore science learning together. In addition to the
  o Family night and community science fair programs an informational session was held in fall of 2015 for parents. This session assisted parents with questions regarding the college application process 21 parents attended. Over 200 attended family night programs.
- Gear Up one-day program, organized and carried out by the CVM Outreach Coordinator—Kari Storm, held on November 11, 2015. Attendance of 111, 11th
graders who previously attended Albion, Robeson/Malcolm X Academy (Detroit); Parkside (Jackson); STEM, Pattengil, Gardner, Pleasant View (Lansing or are now currently attending Cass Technical High School (Detroit), Jackson High School (Jackson), Eastern, Sexton, and Everett High Schools (Lansing). The STEM and career focused sessions were led by Peer Advisor Leaders (PALs) toward leadership development, staff, and DVM students.

- Additional activity consistent with HCOP objectives but cost assisted by CVM, MVMA, and other institutional partners:
  - The SAMY-Science Animals Medicine and You along with materials and resources from the Vetward Bound Science Discovery Club provided individual table stations for more than 25 students, Faculty and Staff from MSU CVM to share with the community at St. Vincent's Foster Care about Veterinary Medicine.
  - Science Club Open House – Impression Five Family Science Night (April 20th)
    - 145 attendees from:
      - Lansing School District Families and Teachers
      - College of Veterinary Medicine Students, Faculty & Staff
      - Lansing Community
    - Families were able to interact with MSU Students, Vetward Bound Students, Lansing School Teachers and Staff
    - MSU Mascot Sparty Attended
  - St. Johns Ag Expo: January 2016 – 8th Grade Career Day
  - Battle Creek: March 2016 – 10th Grade Future Track
  - Carson City: March 2016 - 10-12th grade Biology & AP biology Courses

- Partner presentations
- Detroit High Schools
  - MLK Jr High School Presentation February
    - MSU CVM Vet Tech attended and co presented to approximately 50 – 12th Graders
  - Renaissances High School Presentation April 5th
    - MSU CVM Veterinarian Dr. Julie Funk – Presented to 12th grade students
    - Lead blood draw activity
  - Potter Park Zoo ISD Program – February 16th -18th 2015
    - 44 students
  - Three Day – Vet Experience
  - MSU CVM Veterinarian Staff, MSU Farms & Facilities and Mentoring with DVM Students about their journey to veterinary school

- Capital Area Humane Society PreVet Workshop – July 2016. Tour provided by Dr. Komaromy

B) MSU College of Veterinary Medicine PK – 12th Grade Outreach
- Sixth annual Chicago High School for Agricultural Science Camp – April 6th – 9th
  - 13 Participants
SAMY hosted CHSAS Students overnight for a series of educational labs, seminars and events.
- See appendix for copy of agenda
- Fifth Annual Detroit Zoo – Tomorrow’s Leaders Today
  - 55-71 Participants
  - 4th – 8th grade students and their parents/chaperones spent the day learning about DCPAH and exploring Vet – A – Visit
  - Three Program Interactions
    - Workshop 1 (1/23/16) – Animal Behavior/Animal Welfare (Ethograms)
    - Workshop 2 (2/27/16) – Animal Health (Suture Clinic and Knot Tying lessons)
    - Workshop 3 (4/9/16) – MSU CVM Vet – A – Visit & DCPAH
- MSU Science Festival – February – April
  - Vetward Bound Undergraduates and DVM Students lead Science Festival Fair goers in a hands on DNA Activity where participants had the opportunity to extract their own Cheek Cell DNA. Many DVM Students participated in these outreach events to fulfill requirements for their VM 541 course.
  - Please refer to the attached appendix for a full list of events
- Third annual 4H Veterinary & Animal Science Camp – June 2016
  - 60 Participants (increase of 30 from first camp)
- CVM Community Outreach Presentations
  - VM 541 Business Project
  - Placed 49 veterinary students for assignment presentations with Science Discovery Programs, Pre College Programs and CVM MSU Science Festival Programs
  - Partnered with 3 MSU Departments to provide opportunities for presenting
  - 1161 Community members attended
- MSU 4H Exploration Days – Summer 2016
  - 2 Workshops repeated once
    - Zoonosis: Disease Detectives
      - 52 total participants
      - 3 – DVM Student instructors
    - Veterinary Medicine: Is it for you?
      - 64 total participants
      - 3 – DVM Student instructors

Objective 2 – Preliminary Education
- Academic Advising: A total of 102 students were provided advising services during this period including Academic Orientation Program, fall and spring semesters.
- Supplemental Instruction: Student employees, Peer Advisor Leaders (PALs) hired, trained, to provide Supplemental Instruction for core competency courses.

Diversity & Inclusion Committee
Page 4 of 6
Attendance of 51 students for sessions provided Tuesdays through Thursdays at 6:30-8:00 pm during the semesters of Fall 2014, Spring 2015, Fall 2015 and Spring 2016.

- Seminars, Workshops, Field Trips: 185 students participated in workshops and seminars; and 68 students participated in field trips. This is attributed to greater engagement with students before, during and after each point of contact, which led to enduring relationships and a greater sense of belonging to the Vetward Bound community.
  - Post-Colloquium
  - Veterinary Student Panel
  - Interview Seminar
  - Research Panel
  - Shelter Medicine (2)
  - Pathology Grand Rounds (3)
  - Capital Area Humane Society
  - Suturing Workshop
  - ICAC Tour
  - Anatomy Wet Lab
  - Dairy Farm Tour
  - Potter Park Zoo

Objective 3 – Facilitating Entry

- Enrichment Summer Program (ESP), 2015, held 6/5/15 to 7/24/15. 52 students selected from 110 submitted applications. Range of institutions: (3) Michigan State University, (1) North Carolina State University, (1) Penn State University, (1) Prairie View A&M University, (1) Texas ANM University, (3) Tuskegee University, (1) University of Puerto Rico, (1) Buena Vista University, (1) Cornell University, (1) Florida ANM University, (1) Macalester College, Molloy College, (1) Oakwood University, (1) Presbyterian College, (1) Savannah State University, (1) Union University, (1) University of the District of Columbia, (1) University of Alabama, (1) University of Arkansas, University of Florida, (1) University of Guam, (1) Virginia State University. ESP II & III applied to MSU and yield to MSU.

- ESP 2016, 6/3 – 7/22/16. 44 students selected from 113 submitted applications. Range of institutions: Syracuse University; University of Puerto Rico-Cayey; Antillean Adventist University; University of Michigan; Purdue University; Haverford College (2); Cornell University; Prairie View A&M University (2); University of Illinois; Michigan State University (8); Louisiana State University; Yale University; University of Puerto Rico-Bayamón; University of Guam; University of Maryland Eastern Shore; University of Wisconsin-Madison; University of North Carolina; Tuskegee University (7); University of Puerto Rico-Rio Piedras; Langston University; Eastern Michigan University; Virginia Commonwealth University; Pennsylvania State University; Howard University; Tennessee State University; California State University, Fresno; Xavier University of Louisiana; University Connecticut; Clark Atlanta University.

- A rigorous schedule included coursework and exposure: Microbiology, Histology, Physiology, Epidemiology, Public Health, cardiac anatomy and medical
terminology, GRE, Writing for application, core sciences and math. Weekly peer partner Grand Rounds presentation presented to colleagues to culminate clinic rotation as part of shadow in VTH; exposure included MSU campus farms—poultry, swine, sheep, dairy cow and beef, Potter Park Zoo, Detroit Zoo, Kellogg Center-Dairy, Green Meadows Dairy farm, University of Michigan animal lab, Ingham County Animal Control and DCPAH. Other experiences included, heart dissection of cows and pigs.

- Intentional networking at closing with colleagues in the 12-week CVM summer research undergraduate student program in biomedical sciences as directed by Drs. Susan Ewart and Vilma Yuzbasiyan-Gurkan. Program students represented populations from diverse and underrepresented backgrounds.

Objective 4 – Retention
- Vetward Bound eligible DVM students utilized support services tutoring/supplemental instruction. All Vetward Bound eligible students admitted into the professional veterinary program are currently enrolled. Nationally 24 graduated with class of 2015 cohort, and 26 were admitted to the class of 2020.

Objective 5 – Cultural Competency
- January 18: Martin Luther King, Jr. Day Event held at CVM speakers, Dr. Stephanie Miles-Richardson and Dr. Rachel Cezar, both Vetward Bound alums. Attendance by students, college faculty, and staff.
- January 18: Martin Luther King Jr – Day of Service at St. Vincent’s in Lansing
- February 25 – 26: The Other 4.0 workshops presented by Jullien Gordon provided to eligible Vetward Bound undergraduate students
- February: Reached out to KCP eligible to engage in university wide discussion as it relates to diversity
- March 25: QUILL training and certification
- March 28: Perspective of MSU CVM Alumnae: From students to professionals, for Women’s History month in partnership with Veterinary Students as One in Culture and Ethnicity (VOICE) MSU Student Group.
- April 14: Disrupting Bias workshop facilitated by Paulette Russell, of MSU Office for Inclusion and Intercultural Initiatives in collaboration with Animal Science
- April 25: LBGTQ Talk presented by Alex Lang in partnership with VOICE
- May 20 – 22: Iverson Bell Regional Diversity Summit in partnership with Purdue University and Michigan State University. Held at Michigan State University. A total of eight students were provided registrations from the Dean and HCOP grant account.
The purpose of the Committee on Graduate Study and Research (CGSR) is to advise the Dean on matters pertaining to graduate education and research, review research proposals submitted for funding through the CVM Endowed Research Funds, and to evaluate nominees for the CVM faculty and student research awards.

The CVM Endowed Research Fund accepted funding proposals two times this year. For the October 2015 application deadline, eight project grant proposals were submitted, of which four were approved for funding. The CGSR accepted general funding proposals again in March 2016. Eighteen proposals were submitted during this funding cycle and eleven were approved for funding.

From nominations submitted by CVM faculty, the CGSR selected the recipients of the 2015 Zoetis Award for Veterinary Research Excellence and the 2015 CVM Veterinary Student Research Award. The student awards were presented at 2015 Senior Awards Banquet prior to graduation. The faculty award was presented to Dr. Rob Abramovitch at the 2015 Phi Zeta Research Day award ceremony.
Annual Report

College of Veterinary Medicine
Committee on Reappointment, Promotion and Tenure

2015 - 2016

Members: Drs. Kent Ames (LACS), Steven Arnoczky (SCS), Paul Bartlett (LACS), Jack Harkema (PDI), Roger Maes (PDI), Kathryn Meek (MMG), Simon Petersen-Jones (SCS),

The CVM Committee on Reappointment, Promotion and Tenure (CVM RP&T) met on September 29, 2015. Dr Arnoczky agreed to continue on as Chair. Other positions included: Vice-chair: Kathy Meek, Secretary: Simon Petersen-Jones, Diversity representative: Kent Ames. In addition, two HP faculty members, Elizabeth Carr (LACS) and Matt Beal (SCS) were invited to serve on the committee. This was in accord with the motion passed by the College Advisory Committee (CAC) in 2014 which required an ad hoc committee (comprised of the CVM RP&T committee along with two health programs faculty) to provide college-wide review of Health Program candidates for promotion.

Dr Arnoczky gave a brief review of his participation on the University Level Promotions and Tenure Review Committee. Earlier in the year, Provost Youatt convened a group of distinguished faculty to provide additional review of promotion and tenure dossiers of faculty going up for tenure and/or promotion across campus. Small groups of faculty were assigned to review candidates in various Colleges and then met with the Dean of that College, Terry Curry, and Stephen Hsu to provide commentary on the dossiers. The Provost was pleased with this additional level of review and a similar review was proposed (and done) in 2016.

Dr. Arnoczky noted that, in 2016, two tenure track candidates would be due for reappointment evaluation and one tenure track candidate requested to be evaluated for promotion to full professor. In addition, 2 Health Program (HP) faculty members wished to be evaluated for promotion.

In early January 2016, Dr. Arnoczky was notified that the dossiers of 2 HP faculty and 3 tenure track faculty were submitted for review by the CVM RPT committee and the ad hoc HP committee. The committee met on January 15, 2016 and the Chair went over the review process with the committee and assigned a primary and secondary reviewer for each candidate.

The committee met again on January 25th to discuss the candidates. The ad hoc HP promotions committee met first to discuss the HP candidates. After presentations by the primary and secondary reviewers the candidates were discussed and each candidate was voted on by way of a secret ballot.
Following the evaluation of the HP candidates, the two HP faculty representatives on the HP promotions committee were excused and the CVM RP&T committee members then reviewed and voted on the 3 tenure track faculty in a similar manner.

The Chair then drafted letters to the Dean which reflected the Committee’s discussions and recommendations for each candidate. Following review by members of the two committees, the final letters were approved and sent to the Dean on January 27th.

Respectfully submitted,

[Signature]

Steven P. Arnoczky, Chair
College of Veterinary Medicine Committee on Promotion and Tenure
Michigan State University

College of Veterinary Medicine
Scholarships & Loans Annual Report 2015-16

Ad-hoc Scholarship Committee Members

Ms. June Asselin
Ms. Mary Jo Banasik
Dr. Norma Baptista
Dr. Robert Bowker
Ms. Ashley Braman
Dr. Chandra Grabill
Ms. Joy Hannibal
Dr. Colleen Hegg
Ms. Dimity Palazzola
Dr. Robert Sanders (Fall Semester Only)
Ms. Sarah Tomasik
Ms. S Faye Watson
Ms. Casey Williamson
Ms. Diane Young
Ms. Tracey Zambeck

Scholarship Administration Team

Dr. Norma Baptista, Assistant Dean, Admissions and Scholarships
Gary James, Information Technology Specialist
Diane Young, Administrative Assistant
Tracey Zambeck, Development Officer

MSU CVM Scholarships – Fall Semester 2015

- The Scholarship Committee reviewed 2,193 Application for the Fall Cycle
- 39 Scholarships were offered in Fall Cycle.
- 98 Students were awarded scholarships. Few of these students received more than one award.
- Total awarded Fall = $561,075

Distribution of Awards per Class-Fall Semester 2015:

<table>
<thead>
<tr>
<th>Class</th>
<th>Amount Awarded</th>
</tr>
</thead>
<tbody>
<tr>
<td>VM 2016</td>
<td>$194,794</td>
</tr>
<tr>
<td>VM 2017</td>
<td>$183,062</td>
</tr>
<tr>
<td>VM 2018</td>
<td>$86,195</td>
</tr>
<tr>
<td>VM 2019</td>
<td>$97,024</td>
</tr>
<tr>
<td>Total</td>
<td>$561,075</td>
</tr>
</tbody>
</table>
MSU CVM Scholarships – Spring Semester 2016

- The Scholarship Committee reviewed 1,557 applications for the Spring Cycle.
- 34 scholarships were offered Spring Cycle.
- 60 Students were awarded scholarships. Few students received more than one award.
- Total awarded Spring = $203,376

Distribution of Awards per Class – Spring Semester 2016:

<table>
<thead>
<tr>
<th>Class</th>
<th>Amount Awarded</th>
</tr>
</thead>
<tbody>
<tr>
<td>VM 2017</td>
<td>$71,686</td>
</tr>
<tr>
<td>VM 2018</td>
<td>$84,854</td>
</tr>
<tr>
<td>VM 2019</td>
<td>$46,836</td>
</tr>
<tr>
<td>Scholarship Award Total</td>
<td>$203,376</td>
</tr>
</tbody>
</table>

MSU CVM Scholarships Awards – Fall & Spring 2015-16

- 3,750 application reviews between fall and spring semester application cycles
- 73 Scholarships offered between Fall & Spring
- 129 students were awarded Scholarships (Some students received scholarships both Fall & Spring and few received more than one award)

Total awarded for 2015-2016 academic year (fall & spring semesters): $764,451

<table>
<thead>
<tr>
<th>Class</th>
<th>Amount Awarded</th>
</tr>
</thead>
<tbody>
<tr>
<td>VM 2016</td>
<td>$194,794</td>
</tr>
<tr>
<td>VM 2017</td>
<td>$254,748</td>
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<tr>
<td>VM 2018</td>
<td>$171,049</td>
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<tr>
<td>VM 2019</td>
<td>$143,860</td>
</tr>
<tr>
<td>Scholarship Award Total</td>
<td>$764,451</td>
</tr>
</tbody>
</table>
Scholarships not Included in the Portal or External

- Six Flags $500
- MSU Federal Credit Union: $2,500
- The Race for Education: $4,503.88
- Dr. Kakuk Scholarship: $1,500
- Westminster Scholarship: $15,000
- Zoetis Veterinary Student Scholarship: $20,000
- Merck Foundation Scholarship: $15,000
- Western Veterinary Conference Scholarship $1,000
- Michigan Dairy Memorial Scholarship Foundation $1,000
- New Jersey Veterinary Foundation Scholarship $1,000
- American Kennel Club $1,000

Total award from reported external scholarships: $63,003.88

Renewable Scholarships awarded to the entry class

1. Cunkelman - $25,000 divided between 5 students in the Class of 2020
2. Hutton - $20,000 divided between 4 students in the Class of 2020

Non-Renewable Scholarship awarded to the entry class

1. Bailey - $30,000 divided between 6 students in the Class of 2020

MSU Foundation Loans

Vine Loan

Dr. Ernest L. Vine established a trust called the Wayne A. and Sidney M. Vine Memorial Veterinary Student Loan Fund. These Funds, which are available through the MSU Foundation, are designed to assist needy DVM graduates in their transition from completing their professional education to clinical practice. The Vine Memorial Veterinary Student Loan Fund is thus available to graduating seniors.

The interest rate on this loan is 7.6% per annum. The repayment period begins no later than six (6) months following graduation, and repayment must be completed thirty-six (36) months following graduation. The minimum monthly payment is fifty (50) dollars.

Total awarded: $5,000

Young Loan

The Robert L. Young Loan has been established to perpetuate Thomas and Lucille Young’s interest in assisting medical students in the Colleges of Human, Osteopathic, and Veterinary Medicine to realize their full academic potential. The loan amount will be determined by the fund’s board of advisors. The loan features a zero percent interest rate until payment begins three years after graduation, at which time the interest will only be three percent. The loan is available to CVM students

Total awarded: $46,988
Emergency Short Term Loan

The College of Veterinary Medicine has limited funds available to students duly enrolled in the professional program. Loans are limited to $2,500 and will be granted for appropriate semester expenses when using verifiable means of repayment.

Total of $12,300 were distributed among CVM students during the 2015-16 academic year